

Message Text

CONFIDENTIAL

PAGE 01 OSLO 01538 01 OF 06 010253Z
ACTION EUR-12

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02
/069 W

-----010337Z 118383 /14

R 311346Z MAR 77
FM AMEMBASSY OSLO
TO SECSTATE WASHDC 3466

C O N F I D E N T I A L SECTION 1 OF 6 OSLO 1538

STADIS////////////////////////////////////

FROM THE AMBASSADOR

E.O. 11652: GDS
TAGS: AMGT, PFOR, NO
SUBJ: PARM-ANNUAL POLICY AND RESOURCES ASSESSMENT PARTS II AND III

REF: STATE 38356

THE EMBASSY FORWARDS HERewith PARTS II AND III OF OUR ANNUAL
ASSESSMENT.

PART II-RESOURCES ASSESSMENTS

A. STATE RESOURCES

NORWAY WILL NOT BECOME LESS IMPORTANT TO THE UNITED STATES
IN THE NEAR FUTURE. WE CANNOT, THEREFORE, FORESEE A REDUCTION
IN OUR WORKLOAD. INDEED, IN THE CONSULAR FIELD WE MAY BE EXPERI-
ENCING THE BEGINNING OF A LARGE INCREASE IN VISA CASE LOAD WHICH
COULD REQUIRE ADDITIONAL RESOURCES IN THE FUTURE. OVERALL, HOWEVER,
WE BELIEVE WE HAVE PRESENTLY MORE THAN ADEQUATE RESOURCES TO
MEET USG INTERESTS IN NORWAY. WE HAVE PRESENTED IN PART III OUR
RECOMMENDATIONS FOR REDUCING THESE RESOURCES.

CONFIDENTIAL

CONFIDENTIAL

PAGE 02 OSLO 01538 01 OF 06 010253Z

OUR PRIMARY STATE DEPARTMENT RESOURCES IN PEOPLE. IN FY 77,
THE U.S. GOVERNMENT WILL SPEND ABOUT \$778,000 ON STATE AMERICAN
SALARIES AND ALLOWANCES. WE SHOULD NOTE, HOWEVER, THAT THE US,
GOVERNMENT SPENDS ANOTHER \$568,000 EACH YEAR (OR 42 PERCENT OF
OUT TOTAL) ON SALARIES AND ALLOWANCES FOR AMERICANS IN OUR
ATTACHED UNITS (DAO, USIS, ODC). LOCAL SALARIES ARE BY FAR THE

LARGEST PORTION OF OUR BUDGET, CONSISTITUTING 48 PERCENT OF OUR PROGRAM BUDGET AND 38 PERCENT OF OUR SHARED BUDGET. WE SPEND ABOUT \$834,000 ON SALARIES AND ALLOWANCES FOR LOCAL EMPLOYEES WORKING IN THE EMBASSY PROPER. AS OUTLINED BELOW, WE BELIEVE SAVINGS CAN BE MADE IN BOTH AMERICAN AND LOCAL STAFF POSITIONS. WE ARE EXAMINING THE OTHER MAJOR DISCRETIONARY EXPENSE CATEGORIES IN OUR BUDGET AND BELIEVE WE WILL BE ABLE TO IDENTIFY ADDITIONAL SAVINGS IN SEVERAL. WE HAVE ALREADY EFFECTED AN 8 PERCENT REDUCTION IN OUR PROGRAM BUDGET THIS YEAR.

IN THE POLITICAL SECTION OUR THREE AMERICAN OFFICERS AND ONE SECRETARY WORK DIRECTLY TO FURTHER OUR INTERESTS OF UNDERSTANDING AND INFLUENCING NORWEGIAN SECURITY AND DEFENSE POLICY. THEY ARE OUR PRIMARY WORKING LEVEL SPOKESMEN TO THE GON ON MAJOR ASPECTS OF AMERICAN FOREIGN POLICY. ADDITIONALLY, THE LABOR ATTACHE IS AN IMPORTANT LINK BETWEEN THE AMERICAN AND NORWEGIAN LABOR MOVEMENTS-- IMPORTANT BECAUSE OF THE CONTINUED PREDOMINANT ROLE OF THE LABOR MOVEMENT IN NORWAY'S POWER STRUCTURE. WE BELIEVE THAT WE CAN COVER THESE TWO CENTRAL INTERESTS-- POLITICAL-MILITARY AND LABOR--WITH ONLY TWO OFFICERS. WE THEREFORE PROPOSE TO CUT BACK OUR POLITICAL SECTION BY ONE OFFICER SLOT AND HAVE OUTLINED THIS PROPOSAL IN PART III.

OUR CONSTITUENT POST AT TROMSO, WHICH COSTS ABOUT \$70,000 A YEAR IN WAGES AND OTHER DIRECT EXPENSES, CONTINUES TO SERVE THE IMPORTANT TASK OF DEMONSTRATING U.S. INTEREST IN THE STRATEGICALLY IMPORTANT AND SENSITIVE NORTHERN THIRD OF NORWAY. BY MAKING THE OFFICER DIRECTLY RESPONSIBLE TO THE DCM AND BY ESTABLISHING A TROMSO WORKING GROUP IN THE MISSION, WE

CONFIDENTIAL

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PAGE 03 OSLO 01538 01 OF 06 010253Z

BELIEVE WE HAVE BETTER FOCUSED OUR MISSION'S NORTHERN ACTIVITIES. NONETHELESS, WE ARE STILL EVALUATING THE UTILITY OF THIS CONSTITUENT POST AND THE ADVANTAGES AND DISADVANTAGES TO THE U.S. OF KEEPING IT OPEN. WE HOPE TO PRESENT THE RESULTS OF OUR STUDY TO WASHINGTON LATER THIS YEAR.

IN OUR ECONOMIC/COMMERCIAL SECTION WE ALSO HAVE THREE OFFICERS AND ONE AMERICAN SECRETARY. ACCORDING TO OUR ANALYSIS THEIR WORKLOAD IS ALMOST EVENLY SPLIT BETWEEN ECONOMIC AND COMMERCIAL WORK. AS NOTED IN PART 1, WE HAVE MODEST BUT GROWING ECONOMIC AND COMMERCIAL INTERESTS IN NORWAY AS AN EMERGING MAJOR OIL AND GAS PRODUCER, GOODS, AND AS AN OPPORTUNITY OF PROFITABLE U.S. INVESTMENT IN OFFSHORE OIL INDUSTRY. OUR COMMERCIAL SECTION IS LARGELY DEVOTED TO PROMOTING THESE U.S. INTERESTS. MOREOVER, THE ECONOMIC/COMMERCIAL SECTION HAS PRIMARY RESPONSIBILITY IN THE MISSION FOR REPORTING ON NORTH-SOUTH ISSUES AND FOR REPRESENTING U.S. VIEWS ON THESE ISSUES TO THE GON. AS THESE AND RELATED ISSUES, SUCH AS LOS, GAIN IN IMPORTANCE TO THE

USG WE WILL CONTINUE TO NEED ADEQUATE RESOURCES IN OSLO
TO FOLLOW THEM. NONETHELESS, WE BELEIVE WE CAN ALSO EFFECT
SOME PERSONNEL SAVINGS IN THIS SECTION AND HAVE PUT FORTH
OUR PROPOSALS IN PART III.

OUR CONSULAR SECTION, STAFFED BY THREE AMERICANS AND TEN
LOCAL EMPLOYEES, IS EXPERIENCING WORKLOAD INCREASE
IN THE NON-IMMIGRANT VISA SECTION. FOR THE TIME BEING WE
CAN LARGELY ACCOMMODATE THIS WORK INCREASE BY REPROGRAMMING
WITHIN THE CONSULAR SECTION AND BY BETTER USE OF OUR LOCAL
EMPLOYEES. WE BELIEVE THE SECTION CAN BE ADEQUATELY STAFFED
BY ONLY TWO AMERICAN OFFICERS AND WE HAVE OUTLINED IN PART III
OUR PROPOSAL TO REDUCE THE SECTION BY ONE AMERICAN OFFICER
BY ATTRITION NEXT YEAR.

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PAGE 01 OSLO 01538 02 OF 06 010250Z
ACTION EUR-12

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02
/069 W

-----010337Z 118293 /14

R 311346Z MAR 77
FM AMEMBASSY OSLO
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C O N F I D E N T I A L SECTION 2 OF 6 OSLO 1538

STADIS////////////////////////////////////

FROM THE AMBASSADOR

THE LARGEST PART OF OUR STATE DEPARTMENT RESOURCES IS DEPLOYED
IN THE ADMINISTRATIVE SECTION (14 AMERICANS, INCLUDING 6 MSGS
AND 6 COMMUNICATORS; AND 22 LOCAL EMPLOYEES). THE MAIN
JUSTIFICATION FOR THESE PEOPLE IS TO SUPPORT THE OTHER SECTIONS
OF THE EMBASSY AND THE ATTACHED UNITS. IT IS NOT REALISTIC
TO REDUCE OUR AMERICAN PERSONNEL IN THE ADMINISTRATIVE SECTION
BUT THE EFFECTIVENESS OF OUR PERSONNEL CAN BE SUBSTANTIALLY
ENHANCED BY REPROGRAMMING AND REDUCING LOCAL POSITIONS WITHIN
THE VARIOUS UNITS OF THE ADMINISTRATIVE SECTION. OUR PROPOSALS
ARE PUT FORTH IN PART III.

B. OTHER AGENCY PROGRAMS AND RESOURCES LEVELS

1. AGRICULTURE. WE CURRENTLY HAVE ONE FSL-1 ASSIGNED TO OUR ECONOMIC/COMMERCIAL SECTION AS AN AGRICULTURAL SPECIALIST. HIS SALARY, \$26,506, IS REIMBURSED TO THE DEPARTMENT OF STATE BY THE DEPARTMENT OF AGRICULTURE. FROM OUR PERSPECTIVE IT IS HARD TO JUSTIFY THIS EXPENDITURE OF USG FUNDS, ESPECIALLY SINCE MUCH OF THE SPECIALIST'S TIME IS TAKEN UP WITH FILING SOME 22 REPORTS EACH YEAR TO USDA ON SUBJECTS LIKE THE NORWEGIAN POULTRY INDUSTRY, AND DECIDUOUS FRUIT PRODUCTION. POSSIBLY THESE REPORTS

CONFIDENTIAL

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PAGE 02 OSLO 01538 02 OF 06 010250Z

ARE SERVING A GENUINE HIGH PRIORITY NEED IN THE USG, THOUGH THIS SEEMS UNLIKELY GIVEN THE SMALL SIZE OF NORWEGIAN AGRICULTURAL PRODUCTION. EVEN IF THESE STATISTICS ARE NEEDED, WE WONDER IF THEY CANNOT BE ACQUIRED BY WASHINGTON END-USERS DIRECTLY FROM THE NORWEGIAN GOVERNMENT, PERHAPS THROUGH THE NORWEGIAN EMBASSY IN WASHINGTON OR PERHAPS THEY COULD BE ACQUIRED AND ANALYZED DIRECTLY BY THE AMERICAN REGIONAL AGRICULTURAL ATTACHE STATIONED IN COPENHAGEN.

WE NATURALLY DEFER TO WASHINGTON'S JUDGMENT ON THE OVERALL NEED FOR THIS POSITION. POSSIBLY IT COULD BE ABOLISHED OR AT LEAST SUBSTANTIALLY REPROGRAMMED. FOR EXAMPLE, PERHAPS A COST-SHARING SYSTEM COULD BE WORKED OUT IN WASHINGTON, SO THAT STATE AND AGRICULTURE SPLIT THE INCUMBENT'S SALARY. HE COULD BE ASSIGNED COMMERCIAL WORK FOR HALF HIS TIME WHICH IN TURN MIGHT ALLOW US TO ABOLISH ANOTHER COMMERCIAL ASSISTANT SLOT (#E-02) NEXT YEAR. WE ENCOURAGE THE DEPARTMENT TO DISCUSS THIS PROPOSAL WITH THE DEPARTMENT OF AGRICULTURE.

2. USIS. WE BELIEVE THAT OUR USIS PROGRAMS PLAY AN EXCEPTIONALLY EFFECTIVE ROLE IN CARRYING OUT U.S. OBJECTIVES IN NORWAY. MOST USIS PROGRAMMING IS DIRECTLY RELATED TO OUR OVERALL OBJECTIVES OF STRESSING THE BROAD COMMUNITY OF INTERESTS WHICH BIND NORWAY AND THE U.S. TOGETHER AND OF BUILDING BROADER SUPPORT FOR NORWAY'S CURRENT SECURITY POLICY. TEN PERCENT OF DIRECT MISSION RESOURCES ARE SPENT BY USIS. WE HAVE RECENTLY CONDUCTED AN IN-DEPTH REVIEW OF USIS ACTIVITIES AND AS A RESULT, THE PAO IS REPROGRAMMING HIS COUNTRY PLAN TO BRING HIS RESOURCES EVEN MORE DIRECTLY TO BEAR ON OUR OVERALL OBJECTIVES. FOR EXAMPLE, THE LIBRARY, WHICH UNTIL RECENTLY TOOK ALMOST 1/3 OF USIS RESOURCES HERE, IS BEING DRAMATICALLY CUT BACK AND RE-ORIENTED INTO A REFERENCE CENTER FOR AMERICAN STUDIES. RESOURCES THEREBY RELEASED WILL BE USED TO INTENSIFY THOSE ACTIVITIES WHICH AIM DIRECTLY AT INCREASING UNDERSTANDING AND SUPPORT FOR NATO, SUCH AS OUR NATO TOURS. IT IS LIKELY THAT WE CAN FIND SAVINGS, IN LOCAL PERSONNEL AND PERHAPS IN BUDGETARY ITEMS, IN THE USIS

CONFIDENTIAL

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PAGE 03 OSLO 01538 02 OF 06 010250Z

PROGRAM AND THE PAO IS STUDYING OPTIONS NOW AT THE AMBASSADOR'S REQUEST. HOWEVER, WE WOULD PREFER TO AWAIT THE USIS INSPECTION NEXT MONTH BEFORE MAKING ANY SPECIFIC RECOMMENDATIONS.

3. ODC. WE BELIEVE THAT THE DIMINISHED ODC STAFF (NOW INCLUDING THREE AMERICAN MILITARY SLOTS, TWO AMERICAN CIVILIANS AND THREE LOCALS) USEFULLY CONTRIBUTES TO U.S. OBJECTIVES HERE. SEVEN PERCENT OF DIRECT MISSION RESOURCES ARE SPENT BY THE ODC. WE ARE TRYING, WITH THE COOPERATION OF THE CHIEF OF THE ODC, TO RE-ORIENT THE OFFICE'S WORK AWAY FROM SOME OF THE MORE TEDIOUS AND TIME-CONSUMING ADMINISTRATIVE DUTIES THE MAAG USED TO PERFORM SO THAT THE ODC STAFF CAN SPEND MORE TIME DIRECTLY SERVING HIGHER PRIORITY U.S. INTERESTS HERE. WE ARE, THEREFORE, TURNING SOME OF THESE CLERICAL AND ADMINISTRATIVE TASKS OVER TO THE GON OR TO OTHER SECTIONS OF THE EMBASSY. WE HOPE THAT BY THE BEGINNING OF FISCAL YEAR 1978, WE WILL HAVE EFFECTIVELY DRAWN THE ODC STAFF DOWN FURTHER AS THESE TASKS ARE SHUCKED OFF. THEN ODC OFFICERS CAN CONCENTRATE ON NORWEGIAN SECURITY POLICIES AND NEEDS AT A HIGHER LEVEL. WE HOPE WE WILL CONTINUE TO RECEIVE THE COOPERATION OF WASHINGTON AGENCIES IN THIS ON-GOING REDUCTION PROGRAM.

CONFIDENTIAL

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PAGE 01 OSLO 01538 03 OF 06 010128Z
ACTION EUR-12

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02
/069 W

-----010336Z 116224 /14

P 311346Z MAR 77
FM AMEMBASSY OSLO
TO SECSTATE WASHDC 3468

C O N F I D E N T I A L SECTION 3 OF 6 OSLO 1538

STADIS////////////////////////////////////

FROM THE AMBASSADOR

4. DAO. THE DEFENSE ATTACHE'S OFFICE IS OUR LARGEST ATTACHED UNIT. SPENDING 11 PERCENT OF OUR RESOURCES AND EMPLOY-

ING TWELVE AMERICANS AND THREE LOCALS. THE OFFICE, THOUGH ITS ATTENTION TO A NORWEGIAN SECURITY POLICY AND PLANS, DIRECTLY CONTRIBUTES TO OUR PRIORITY OBJECTIVES IN NORWAY. THE ATTACHES ARE A VALUABLE LINK BETWEEN THE AMERICAN MILITARY AND THE NORWEGIAN ARMED FORCES. AND THE INTELLIGENCE PROGRAMS RUN BY THE DAO SERVE HIGH PRIORITY U.S. GLOBAL INTERESTS.

HOWEVER, WE BELIEVE THAT THE DAO'S STAFF COULD BE REDUCED. THERE ARE FOUR P-6 LEVEL OFFICERS ATTACHED TO THE DAO OFFICE AND I HAVE REACHED A TENTATIVE CONCLUSION THAT THE SLOT OF ASSISTANT NAVAL ATTACHE COULD BE ABOLISHED WITHOUT SERIOUSLY HAMPERING U.S. INTERESTS HERE. THIS COULD BE MOST EFFECTIVELY ACCOMPLISHED BY ASSIGNING AN AIRFORCE OFFICER AS DATT SINCE HE WOULD CONTINUE TO HAVE AN ASSISTANT AIR ATTACHE FOR BACKING. THIS SOLUTION WOULD FREE THE NAVAL ATTACHE OF DATT DUTIES AND PERMIT HIM TO CONCENTRATE ON THE IMPORTANT AND TIME-CONSUMING NAVAL PROGRAMS. WE ALSO BELIEVE MORE EFFECTIVE AND RATIONAL USE COULD BE MADE OF THE DAO LOCAL STAFF BY INTERGRATING SOME ACTIVITIES MORE DIRECTLY

CONFIDENTIAL

CONFIDENTIAL

PAGE 02 OSLO 01538 03 OF 06 010128Z

INTO THESE OF THE MISSION AS NOTED IN SECTION III BELOW. FOR EXAMPLE, CURRENT DOD REGULATIONS APPEAR TO PRECLUDE THE ESTABLISHMENT OF A MISSION-WIDE MOTORPOOL, THOUGH SUCH A MOTORPOOL WOULD ALLOW A MORE RATIONAL AND EFFICIENT USE OF USG RESOURCES HERE.

WE WILL DEFER MAKING SPECIFIC RECOMMENDATIONS AT THIS TIME ON THE DAO STAFFING SINCE THE OFFICE IS TO BE INSPECTED BY DIA IN MAY. AFTER THE INSPECTION, WE MAY FIND IT USEFUL TO APPLY STANDARD MODE PROCEDURES TO THE DAO OFFICE TO WORK TOWARDS A MORE EFFICIENT OPERATION.

WE SHOULD NOTE THAT FROM A MANAGEMENT VIEWPOINT, THE MOST RATIONAL INTERNAL STRUCTURE WOULD BE TO ESTABLISH A SINGLE MILITARY AFFAIRS SECTION IN THE EMBASSY, COMBINING THE ODC AND DAO UNITS. WE ARE CERTAIN THAT THIS WOULD RESULT IN THE MORE EFFICIENT USE OF USG RESOURCES HERE, AND PROBABLY WOULD ALLOW SOME FURTHER REDUCTIONS IN PERSONNEL. RECOGNIZING THAT CURRENT LEGISLATION APPEARS TO PRECLUDE SUCH A MORE, WE NONETHELESS SUGGEST THE DEPARTMENT MAY WISH TO EXPLORE WITH APPROPRIATE CONGRESSIONAL LEADERS THE POSSIBILITY OF ALLOWING SUCH A COMBINATION IN MISSIONS LOCATED IN CLOSELY ALLIED NATIONS.

PART III-STATE PERSONNEL RECOMMENDATIONS

A. REPROGRAMMING-MISSION-WIDE

OUR BASIC APPROACH TO MISSION-WIDE REPROGRAMMING IS TO TRY TO ESTABLISH MISSION-WIDE "SERVICE MODULES" WHICH OFFER

THEIR SPECIALIZED SERVICES TO ALL SECTIONS OF THE EMBASSY AND TO THE ATTACHED UNITS. AT PRESENT, THERE IS A TENDENCY FOR EACH SECTION OR UNIT TO HAVE ITS OWN "CAPTIVE" SERVICE UNITS WHICH MEANS THAT WORK IS DUPLICATED AND THEREFORE SOME RESOURCES WASTED. FOR EXAMPLE, TRANSLATION WORK IS DONE IN THE POLITICAL, ECONOMIC, CONSULAR, ODC, DAO AND USIS SECTIONS, WE PROPOSE
CONFIDENTIAL

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PAGE 03 OSLO 01538 03 OF 06 010128Z

INSTEAD TO ESTABLISH A SINGLE MISSION-WIDE TRANSLATION UNIT. THIS PROGRAMMING CAN PROBABLY SAVE AT LEAST ONE AND PERHAPS TWO LOCAL JOB POSITIONS. CERTAIN TYPES OF MAILING AND DELIVERY ARE PERFORMED IN SEVERAL DIFFERENT PLACES. THESE ACTIVITIES, TOO COULD BE RATIONALIZED AT A SAVINGS TO THE USG. IN ADDITION, WE HAVE FOUR SEPARATE MOTORPOOLS (STATE, USIS, DAO, ODC). BY ESTABLISHING A SINGLE MOTORPOOL, WE COULD SAVE SEVERAL LOCAL JOB SLOTS AND DO AWAY WITH SEVERAL CARS WITHOUT LOSS OF SERVICE. THESE MISSION-WIDE REPROGRAMMING PROPOSALS WILL BE DISCUSSED DURING THE UPCOMING USIS AND DAO INSPECTIONS. AS NOTED IN SECTION II, WE PREFER TO AWAIT THE OUTCOME OF THE INSPECTION BEFORE FORWARDING SPECIFIC RECOMMENDATIONS ON THESE MATTERS. THE DEPARTMENT WILL NEED TO SEEK THE COOPERATION OF OTHER WASHINGTON AGENCIES FOR THESE PROPOSALS WHEN THEY ARE FORTHCOMING.

B. REPROGRAMMING--INCREASES/DECREASES--STATE DEPARTMENT PERSONNEL.

WE BELIEVE SIGNIFICANT SAVINGS CAN BE MADE THROUGH REDUCING AND REPROGRAMMING STATE DEPARTMENT PERSONNEL HERE. WE ESTIMATE THESE REDUCTIONS WILL AVE THE USG OVER \$100,000 A YEAR IN SALARIES AND ALLOWANCES ALONE, STARTING IN FY 1979. ALMOST ALL OF OUR PROPOSED REDUCTIONS CAN BE ACCOMPLISHED BY ATTRITION OVER THE NEXT 15-18 MONTHS THEREBY MINIMIZING THEIR POTENTIAL ADVERSE EFFECT ON MORALE. FOR THIS REASON WE URGE THAT THE DEPARTMENT FIVE USE MAXIMUM LOCAL FLEXIBILITY IN CARRYING OUT THE PROPOSED REDUCTIONS.

CONFIDENTIAL

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PAGE 01 OSLO 01538 04 OF 06 010129Z
ACTION EUR-12

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02
/069 W

-----010335Z 116308 /14

R 311346Z MAR 77
FM AMEMBASSY OSLO
TO SECSTATE WASHDC 3469

C O N F I D E N T I A L SECTION 4 OF 6 OSLO 1538

STADIS////////////////////////////////////

FROM THE AMBASSADOR

WE SHOULD ALSO NOTE THAT LIKE MANY POSTS IN EUROPE,
WE ARE FINDING IT INCREASINGLY DIFFICULT TO ATTRACT QUALIFIED
LOCAL EMPLOYEES TO WORK FOR THE USG. WE ARE COMPETITIVE,
GENERALLY SPEAKING, ON SALARIES BUT NOT COMPETITIVE IN THE
AREA OF LEISURE TIME, ESPECIALLY ANNUAL LEAVE. YET IN NORWAY
THE LABOR MARKET'S COMPETITION IS INCREASINGLY DIRECTED AT
THE EMPLOYEE'S LIESURE TIME. WE URGE THE DEPARTMENT TO CONSIDER
WAYS TO MAKE THE USG MORE COMPETITIVE IN THIS FIELD.

THE CONSULAR SECTION CAN AND SHOULD BE STAFFED BY ONLY TWO
AMERICANS, AND HEADED BY A MORE JUNIOR OFFICER(FSSO-3 FOR FSO-5
LEVEL) PROVIDED BOTH OFFICERS HAVE HAD PREVIOUS CONSULAR
EXPERIENCE. THIS REDUCTION CAN BE ACCOMPLISHED BY HAVING THE
PRESENT SECTION CHIEF LEAVE OSLO WITHOUT REPLACEMENT AT THE END
OF HIS
CURRENT TWO YEAR TOUR(SEPTEMBER 1978), RATHER THAN
HAVING HIS RETURN FOR AN ADDITIONAL TWO YEARS. DURING
THIS COMING YEAR, HE WOULD TRAIN THE NEW CONSUL (O'LEARY-
POSITION 31-122-3025) TO TAKE OVER AS SECTION CHIEF IN
SEPTEMBER 1978. THEN WHEN THE CURRENT JUNIOR OFFICER'S TOUR
IS COMPLETED (OCTOBER 1978), HE SHOULD BE REPLACED BY A SECOND-
CONFIDENTIAL

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PAGE 02 OSLO 01538 04 OF 06 010129Z

TOUR CONSULAR OFFICER. IN EFFECT, WE PROPOSE TO ELIMINATE THE
JUNIOR OFFICER POSITION AND DOWNGRADE THE SECTION CHIEF
POSITION. BOTH PROPOSALS WILL SAVE THE US GOVERNMENT MONEY.

WE RECOMMEND THAT WASHINGTON APPROVE THIS PROPOSED CHANGE
IN OUR CONSULAR STAFFING PATTERN.

ON THE LOCAL SIDE, WE WILL USE A PENDING REITREMENT
IN THE FBU UNIT TO REPROGRAM THAT POSITION SO THAT THE
NEW INCUMBENT SPLITS HIS OR HER TIME BETWEEN FBU AND NON-IMMIGTANT
VISA WORK, THEREBY HELPING TO MEET THE NIV WORKLOAD INCREASE
DESCRIBED IN PART I OF THIS REPORT. IT IS NONETHELESS POSSIBLE

THAT OUT CONSULATE WORKLOAD WILL CONTINUE ITS PRESENT GROWTH RATE. WE WILL KNOW MORE ABOUT THIS AFTER WE COMPLETE OUR ANNUAL CONSULAR PACKAGE THIS FALL. IF OUR WORKLOAD CONTINUES TO INCREASE, WE WILL ALMOST CERTAINLY THEN NEED ANOTHER LOCAL POSITION IN THE CONSULAR SECTION BY FY 1979. SO THE STAFFING CHART PRESENTED BELOW SHOWS ONLY FIVE FSL STAFF POSITIONS IN FY 1979, BUT THERE IS A FAIR CHANCE THAT WE WILL NEED SIX POSITIONS.

OUR ABILITY TO COPE WITH OUR CONSULAR WORKLOAD WOULD BE SUBSTANTIALLY ENHANCED BY QUICK APPROVAL OF OUR REDESIGN OF THE SECTION'S PHYSICAL LAYOUT. WE STILL AWAIT THE DEPARTMENT'S RESPONSE TO THIS PROPOSAL WHICH WAS RECOMMENDED BY THE INSPECTORS LAST YEAR(OSLO'S OM OF FEB 3, 1977). WE URGE IMMEDIATE ATTENTION TO THE PROBLEM BY CONCERNED DEPARTMENTAL OFFICERS.

WE BELIEVE AMERICAN INTERESTS IN THE POLITICAL FIELD CAN BE LOOKED AFTER WITH ONLY TWO OFFICERS IN THE POLITICAL SECTION INSTEAD OF THREE BY REPROGRAMMING AND REDUCING THE SECTION'S WORK-LOAD FROM EXAMPLE-- SPOT REPORTING. WE SEE THE MINIMUM NEEDS IN THIS SECTION AS ONE OFFICER WHO IS TRAINED IN POLITICAL-MILITARY AFFAIRS AND ANOTHER WHO SERVES AS LABOR ATTACHE. THE SEPARATE JOB OF SECTION CHIEF IS IN OUR VIEW USEFUL BUT NOT CONFIDENTIAL

CONFIDENTIAL

PAGE 03 OSLO 01538 04 OF 06 010129Z

ESSENTIAL. THE SLOT DOES GIVE US THE ABILITY TO COVER NORWEGIAN DEVELOPMENTS IN GREATER DETAIL AND MAKES LEAVE AND TRAVEL EASIER TO ARRANGE FOR SECTION PERSONNEL. HOWEVER, OUR GOVERNMENT'S ESSENTIAL INTERESTS IN NORWAY WOULD NOT BE DAMAGED IF WE HAD A TWO-MAN SECTION, PROVIDED --AND IT IS AN IMPORTANT PRECONDITION-- WE CAN BE ASSURED THAT ONE OFFICER IS A QUALIFIED POLITICAL-MILITARY SPECIALIST(WHO WOULD HEAD UP THE SECTION) AND THE OTHER A LABOR SPECIALIST. THIS ARRANGEMENT WOULD NECESSARILY REQUIRE THE DCM TO SPEND MORE OF HIS TIME ON POLITICAL AFFAIRS WHICH PRESENTS NO PROBLEM.

THE QUICKEST WAY TO IMPLEMENT THIS REDUCTION WOULD BE NOT TO REPLACE THE CURRENT SECTION CHIEF WHEN HE LEAVES POST THIS SUMMER. OUR TRAINED POLITICAL-MILITARY OFFICER(TIMBERMAN POSITION #10-057-5550) WOULD THEN TAKE OVER AS SECTION CHIEF. ONE DISADVANTAGE TO THIS COURSE OF ACTION IS THAT THE DEPARTMENT ALREADY HAS SELECTED AND GIVEN LANGUAGE-TRAINING TO A REPLACEMENT FOR THE SECTION CHIEF. THEREFORE, ANOTHER SOLUTION WOULD BE TO GO AHEAD WITH THE ASSIGNMENT OF THE NEW SECTION CHIEF THIS SUMMER AND REDUCE THE SECTION TO TWO MEN BY NOT REPLACING TIMBERMAN WHEN HIS CURRENT TOUR IS UP (AUGUST 1979). BY THAT TIME WE JUDGE THAT THE NEW SECTION CHIEF WILL HAVE FAMILIARIZED HIMSELF WITH THE IMPORTANT POLITICAL-MILITARY ASPECTS OF THE JOB. IN THE FUTURE, HOWEVER, IT IS A PREREQUISITE

TO OUR PROPOSAL FOR A SMALLER SECTION THAT THE SECTION CHIEF BE TRAINED AND EXPERIENCED IN POLITICAL-MILITARY AFFAIRS BEFORE ARRIVING IN OSLO. WE RECOMMEND THE DEPARTMENT APPROVE OUR PROPOSAL TO REDUCE THE POLITICAL SECTION STAFF AND DEFER TO THE DEPARTMENT'S JUDGEMENT ON WHICH COURSE TO USE IN EFFECTING THE REDUCTION.

CONFIDENTIAL

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PAGE 01 OSLO 01538 05 OF 06 010125Z
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INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02
/069 W

-----010335Z 116172 /14

R 311346Z MAR 77
FM AMEMBASSY OSLO
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C O N F I D E N T I A L SECTION 5 OF 6 OSLO 1538

STADIS////////////////////////////////////

FROM THE AMBASSADOR

IN THE ECONOMIC/COMMERCIAL SECTION, WE BELIEVE WE CAN ELIMINATE TWO LOCAL POSITIONS. WE CANNOT JUSTIFY THE ADDITIONAL COMMERCIAL ASSISTANT POSITION RECENTLY ADDED TO OUR STAFFING PATTERN BY WASHINGTON (STATE 013987). IN ADDITION, WE BELIEVE THAT WE CAN ELIMINATE THE FSL SECRETARIAL POSITION (#E-04) IN THE ECONOMIC/COMMERCIAL SECTION BY A) UPGRADING THE SECRETARIAL SKILLS OF THE COMMERCIAL LIBRARY CLERK (#E-05) AND B) DIVERTING MUCH OF THE SECTION'S UNCLASSIFIED TYPING TO OUR NEW WORD PROCESSING CENTER. WE CURRENTLY HAVE A VACANCY IN THE FSL SECRETARIAL SLOT AND WANT TO REPROGRAM IT IMMEDIATELY TO OUR WORD PROCESSING CENTER. THIS WOULD ALLOW US TO WITHDRAW OUR STANDING REQUEST TO THE DEPARTMENT FOR A NEW POSITION FOR THE WORD PROCESSING CENTER (OSLO 0276). WE HAVE A SIGNIFICANT BACKLOG OF UNCLASSIFIED TYPING AS A RESULT OF OUR VACANCY AND THEREFORE RECOMMEND IMMEDIATE APPROVAL OF THIS PROPOSAL TO ALLOW US TO GET THE WORD PROCESSING CENTER STARTED.

FURTHER SAVINGS ARE QUITE POSSIBLE IN THIS SECTION IF WE COULD BE RELIEVED OF SOME OF THE LOWER PRIORITY REPORTING REQUIREMENTS NOW LEVIED ON US BY WASHINGTON. WE WILL BE FOR-

WARDING SPECIFIC RECOMMENDATIONS ON HOW WE CAN EFFECT REDUCTIONS
CONFIDENTIAL

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PAGE 02 OSLO 01538 05 OF 06 010125Z

IN REPORTING AND HOPE THE DEPARTMENT WILL SUPPORT OUR PROPOSALS.

IN THE ADMINISTRATIVE SECTION, WE HAVE IDENTIFIED FIVE LOCAL POSITIONS WHICH CAN BE REDESIGNATED OR ELIMINATED. IN THE COMING YEAR, WE CAN ABOLISH THE POSITION OF FISCAL ASSISTANT IN B&F AND TWO CHAUFFEUR POSITIONS IN THE MOTORPOOL. IN THE GSO SECTION WE COULD COMBINE THE POSITIONS OF TRAVEL AND SHIPPING CLERK (POSITION #A-03) AND PROCUREMENT/SUPPLY ASSISTANT (POSITION #A-05) INTO A SINGLE SHIPPING AND RECEIVING CLERK. WE WOULD PROPOSE TO ACCOMPLISH THESE REDUCTIONS OVER THE NEXT 15 MONTHS. EXCEPT FOR ONE CHAUFFEUR SLOT, THE REDUCTIONS CAN BE ACCOMPLISHED BY ATTRITION, ABOLISHING POSITIONS WHEN THE PRESENT INCUMBENTS ARE ELIGIBLE TO RETIRE (THOUGH IN SOME CASES BEFORE THE INCUMBENTS WOULD CHOSE TO RETIRE IF THEY HAD THEIR WAY).

WE PROPOSE TO REPROGRAM ONE OF THE FOUR POSITIONS THEREBY SAVED TO MAKE OUR TELEPHONE OPERATOR/RECEPTIONIST PIT (POSITION #A-23) INTO A FULL-TIME POSITION, WHICH IS FULLY JUSTIFIED BY OUR WORKLOAD. THE PIT SLOT WOULD THEN BE ABOLISHED AND RETURNED TO THE DEPARTMENT FOR HIGHER PRIORITY NEEDS ELSEWHERE. THERE WOULD, THEREFORE, BE A NET SAVINGS OF FOUR FSL POSITIONS (THREE FULL TIME AND ONE PIT) IN OUR STAFFING IN THE ADMINISTRATIVE SECTION BY FY 1979. WE RECOMMEND EARLY DEPARTMENTAL APPROVAL OF THESE PROPOSED CHANGES, THOUGH AGAIN WE STRESS THE NEED FOR US TO HAVE MAXIMUM FLEXIBILITY IN THE TIMING OF THE PROPOSED CHANGES SO WE CAN MINIMIZE THEIR ADVERSE EFFECTS.

THERE ARE ALSO POTENTIAL SAVINGS IN THE PERSONNEL ATTACHED TO THE EXECUTIVE SECTION. SPECIFICALLY, WE MAY BE ABLE TO REALIGN OUR TRANSLATION AND MAINTENANCE/CUSTODIAL WORK INTO MISSION-WIDE MODULES AND THEREBY REDUCE THE NUMBER OF LOCAL EMPLOYEES CURRENTLY CHARGED TO THE EXECUTIVE SECTION. HOWEVER, OUR RECOMMENDATIONS ALONG THESE LINES MUST AWAIT THE BROADER MISSION-WIDE ANALYSIS WE INTEND TO CONDUCT AFTER THE UPCOMING USIS AND DAO INSPECTIONS SINCE BOTH OF THESE ATTACHED UNITS,
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PAGE 03 OSLO 01538 05 OF 06 010125Z

AND PERHAPS THE ODC AS WELL, WOULD NECESSARILY BE INVOLVED IN ANY SUCH RECOMMENDATIONS.

C. LOWER PRIORITY POSITIONS

WE HAVE IN EFFECT ALREADY IDENTIFIED AND PROPOSED TO
ELIMINATE OUR LOWER PRIORITY POSITIONS. THE NET REDUCTION
OF TWO AMERICAN AND SIX LOCAL SLOTS REPRESENTS 9 PERCENT
OF OUR STATE DIRECT AMERICAN POSITIONS AND 13 PERCENT OF THE
STATE DEPARTMENT DIRECT FSL COMPLEMENT. WE BELIEVE THAT IF THE
DEPARTMENT APPROVES OUR PROPOSALS, WE WILL HAVE MORE THAN
SATISFIED THE INSTRUCTION TO IDENTIFY THE LOWER PRIORITY
POSITIONS.

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PAGE 01 OSLO 00006 010242Z
ACTION EUR-12

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02
/069 W

-----010334Z 118062 /14

R 311346Z MAR 77
FM AMEMBASSY OSLO
TO SECSTATE WASHDC 3471

C O N F I D E N T I A L 6 OF 6 OSLO 1538

STADIS////////////////////////////////////

FROM THE AMBASSADOR

D. MISSION STAFFING CHART-CURRENT FY 77

AGENCY/FUNCTION AMERICAN AMERICAN FSL FSL
OFFICERS STAFF PROFESSIONAL STAFF

STATE					
EXECUTIVE	2	2	1	5	
POLITICAL	3	1	2	0	
ECON/COMMERCIAL	3	1	5	2	
ADMIN	4	4	5	17	
OF WHICH COMMUNIC-					
ATIONS	2	4	0	4	
SECURITY(MSGS)	0	6	0	0	
CONSULAR	3	0	5	5	
USIO TROMSO	1	0	0	1(PIT)	
REGIONAL OFFICES	0	0	0	0	

OTHER AGENCIES

USIS	3	0	8	6
DOD/ODC	3	2	2	1
DOD/DIA	5	6	1	2

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PAGE 02 OSLO 00006 010242Z

NOTES:

1. ECON/COMMERCIAL: ONE FSL PROFESSIONAL LISTED IN ACTUALLY IN THE STATE DEPARTMENT COMPLEMENT FOR OSLO WITH HIS SALARY REIMBURSTMENT BY DEPARTMENT OF AGRICULTURE IN WASHINGTON.
2. ADMIN: FSL STAFF OF 17 INCLUDES ONE PIT POSITION. THERE ARE ALSO ONE DAS POSITION IN THE FSL PROFESSIONAL COLUMN AND 3 DAS POSITIONS IN THE FSL STAFF COLUMN. ALL OTHER ADMIN FSL'S ARE CORE.
3. COMMUNICATIONS: FSL STAFF INCLUDE ONE PIT POSITION.
4. CONSULAR: FSL STAFF IS INCREASED BY ONE PIT SLOT DURING PERIOD MAY-SEPT.

3. MISSION STAFFING CHART-PROJECTED FY 79

AGENCY-FUNCTION	AMERICAN OFFICERS	AMERICAN STAFF	AMERICAN PROFESSIONAL STAFF	RP	FSL
STATE					
EXECUTIVE	2	2	1	5	
POLITICAL	3	1	2	0	
ECON/COMMERCIAL	3	1	4	1	
ADMIN	4	4	5	14	
OF WHICH COMMUN-ICATIONS	2	4	0	4	
SECURITY (MSGs)	0	6	0	0	
CONSULAR	2	0	5	0	
USIO TROMSO	1	0	0	1(PIT)	
REGIONAL	0	0	0	0	

NOTED:

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PAGE 03 OSLO 00006 010242Z

1. POLITICAL: THE AMERICAN OFFICER STAFF COULD BE TWO BY FY78 IF DEPARTMENT DECIDES NOT TO REPLACE CURRENT SECTION CHIEF THIS SUMMER, OR TWO BY AUGUST '79 IF PRESENT

SECOND-MILITARY-POLITICAL NOT REFILLED.

2. ECON/COMM: FSL PROFESSIONAL IN STATE COMPLEMENT, SALARY
REIMBURSEMENT BY DEPARTMENT OF AGRICULTURE IN WASH.

3. ADMIN: CORE-16 DAS-3 (1 FSL PROFESSIONAL, 2 FSL STAFF).

4. CONSULAR: INCREASE BY ONE PIT DURING SUMMER. IT IS ALSO POSSIBLE,
AS NOTED IN PART II ABOVE, THAT OUR INCREASING
CONSULAR WORKLOAD MAY REQUIRE US TO INCREASE TO
SIX FSL STAFF POSITIONS BY FY '79.

ANDERS

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Message Attributes

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Decaption Note: 25 YEAR REVIEW
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 22 May 2009
Disposition Event:
Disposition History: n/a
Disposition Reason:
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Original Handling Restrictions: STADIS
Original Previous Classification: n/a
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Review Media Identifier:
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
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SAS ID: 3018298
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Status: NATIVE
Subject: PARM ANNUAL POLICY AND RESOURCES ASSESSMENT PARTS II AND III
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To: STATE
Type: TE
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Review Markings:
Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
22 May 2009
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 22 May 2009